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FOR YOUTH INITIATIVE Internal/External Job Posting

POSITION TITLE: Youth Outreach Worker (Full-Time)
REPORTS TO: Youth Settlement and Leadership Manager
DETAILS: One-Year Contract
SALARY: \$42,000
CLOSING: August 28, 2015 @ 5pm

Organization Description

For Youth Initiative strives to build healthy communities by supporting underserved racially marginalized youth ages 13-24 living in low-income neighbourhoods to access opportunities that will allow them to flourish and thrive in the city of Toronto. We provide programs and services that develop the assets necessary to increase the safety of youth and their leadership in the community. FYI is an organization that embeds leadership opportunities in all we do, ensuring that youth have opportunities to grow, learn, and build the safe communities that we imagine.

Position Summary

The Youth Outreach Worker is responsible for prevention, early intervention, program development and community outreach services. They work directly with the most hard to reach young people who are facing barriers to success in education and employment and have been challenged by violence in their community. This position will be responsible for intensive community outreach to engage the hard to reach youth.

Main tasks & responsibilities:

Outreach (30%)

- Comfortable reaching out to and engaging target youth population
- Focusing on high traffic and unconventional youth areas
- Utilize innovative strategies for outreach, engaging in both traditional and non-traditional methods to engage hard to reach youth
- Undertake an intake and assessment process with youth for determining program participation and assessing need
- Engage youth to identify issues, needs, barriers to accessing services in order to achieve goals and aspirations
- Providing youth with information, contacts, referrals services and support as needed to facilitate access to programs, services and opportunities i.e., recreation,



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housing, employment, education, health, including substance abuse, social abuse, social and emotional issues etc.

Case Coordination (30%)

- Manage a caseload of active youth clients and provide monthly one-on-one sessions that focus on developing and achieving personal goals
- Liaise with the client and caregiver(s) and or guardians with an aim of increasing supports available to individual participants
- Provide crisis resolution, solution-focused supports and follow-up plans as required
- Works collaboratively with youth, parents, probation, health promotion officers, schools, police and youth service providers to develop effective service delivery plans that ensure that youth have access to programs, services and opportunities needed for healthy development
- To facilitate connections between youth and their neighbourhood and promote awareness of the positive role of youth in the community
- Identify and provide emergency crisis services as necessary
- Maintain comprehensive client files and case notes with FYI's database software
- Work with the Youth Settlement & Leadership Manager to evaluate the programs and on submitting the necessary reports

Administrative Support (15%)

- Fill out weekly benchmark and daily work log forms, work schedule and scheduling updates, provide monthly reports to supervisor
- To actively participate in required Youth Outreach Program team meetings
- To prepare program reviews as required, and ensure that documentation and service statistics on the Outreach Record (OR) are completed in a timely manner
- To maintain service statistics and recording of all services as required.
- Participate in staff and program meetings, trainings and development sessions
- Perform other activities, as required by the supervising manager

Wrap-around Table Supports (10%)

- Develops and maintains a strong network and partnership table, especially to support the wrap around table and core programs
- Work closely with partners to ensure participants are referred to the one-on-one wrap around supports
- Identify and make warm referrals to external supports to support individual youth



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Program Implementation (15%)

- Work with the Youth Settlement & Leadership Manager in designing programs, logic models and evaluation frameworks
- Facilitate FYI programs that build connections between youth and their neighbourhood and promote awareness of the positive role of youth in the community.
- To implement and maintain strength based and evidence based professional standards of practice within the program.

Required Qualifications:

Must Have Skills & Qualifications:

- The minimum level of education preferred is a community college diploma in child and youth work and/or social services and/or community development.
- Adept at and interested in engaging youth of different and unique backgrounds, specifically those who are victims of violence and trauma, at risk of or currently involved in violent activity and/or the criminal justice system
- A thorough understanding of the issues facing youth in low-income communities and how these issues relate to youth violence and youth disengagement
- Demonstrated understanding of strengths-based, client-centered, and solution-focused approaches to counseling
- Experience developing systems and processes to ensure the careful assessment, referral, and follow-up of complex youth cases.
- Experience working from an outcomes and evidence-based programming
- Fundamental knowledge and training regarding how to respond to crises and aggressive behaviours paired with ability to defuse conflict and manage stress.
- Crisis Prevention Intervention (CPI) and Understanding and Managing Aggressive Behaviour (UMAB) training would be an asset
- Knowledge of community resources for youth (such as social, legal, health and financial).
- A demonstrated ability to work within culturally diverse communities
- Knowledge and experience working within an anti-oppression and anti-racist framework, with understanding of and commitment to anti-oppression and social justice issues
- Ability to set priorities and manage deadlines with excellent administrative and time management skills.
- Proficiency working with Microsoft Office, client records software, etc.
- Must be available evenings and weekends
- A successful clearance of criminal record verification will be required when necessary for the position



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- Demonstrates high level of professionalism when dealing with community partners (schools, social service partners)
- Ability to work independently with minimal supervision
- Displays a high degree of good judgment, empathy, and strong understanding and application of ethical principles
- Ability to connect with hard-to-reach youth
- Experience and knowledge of using regular office equipments including computers, cell phones, tablets, photocopiers, printers and fax.
- Can accept and use constructive criticism for personal and professional growth
- Besides English, fluency or ability to speak in other languages common in the west-end of Toronto would be a strong asset.

How to Apply

Please send your cover letter, resume, and three references within **one document** in **MS Word or PDF format** by mail or e-mail to:

ATTENTION: Hiring Committee - Youth Outreach Worker
1652 Keele Street
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Email: hr@foryouth.ca

For Youth Initiative is committed to employment equity initiatives. We encourage residents of York- South Weston and surrounding communities and members of youth, ethno-racial, aboriginal, immigrant, francophone, refugee, LGBT and disabled community groups to apply and self-identify.

NO PHONE CALLS PLEASE